



Department of Energy  
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**MAY 25 2007**

MEMORANDUM FOR: Distribution

FROM:

*Karen L. Boardman*  
Karen L. Boardman, Chairperson  
Federal Technical Capability Panel

SUBJECT:

Quarterly Report on Federal Technical Capability - 07-NA SC-001

This Quarterly Report on the Federal Technical Capability Program (FTCP) contains information on the status of qualifications in the Technical Qualification Program (TQP) and technical skill gaps as of March 31, 2007.

Attachment 1 provides the Status of Qualifications in the TQP. The U.S. Department of Energy (DOE) goal is to exceed an 80% fully qualified rate for all personnel in the TQP. Currently, the DOE qualification rate is 77%, a slight decrease from 81% last quarter and below the DOE goal. Ten of 21 offices meet the 80% qualified goal. Headquarters and site office managers are encouraged to place increased emphasis on the timely qualifications of their technical personnel. A second goal is that there will be no personnel participating in the TQP who are overdue in their qualifications. The number of personnel overdue in their qualifications decreased to 18 from 20.

Attachment 2, 3, 4 and 5 provide specific status of qualifications for Senior Technical Safety Managers (STSM), Safety System Oversight (SSO) personnel, Facility Representatives (FR) and Nuclear Safety Specialists (NS), respectively. General status of qualification in these areas is as follows:

STSM	-	75% fully qualified
SSO	-	64% fully qualified
FR	-	75% fully qualified
NS	-	76% fully qualified

Attachment 6 provides charts of the status of qualification showing Overall TQP trends. More detailed Facility Representatives qualification data is published quarterly by the Facility Representative Program Manager.

**MAY 25 2007**

If you have any questions or comments, please contact me, or your staff may contact Robert McMorland at (202) 586-0057.

**Attachments**

cc w/attachments:

FTCP Agents

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Manager, Savannah River Site Office (SRSO)

Manager, Y-12 Site Office (YSO)

Senior Advisor for ES&H (NA-3.6)

**Status of Qualifications in the Technical Qualification Program (TQP)**

March 31, 2007

Update Frequency: Quarterly

OVERALL TQP QUALIFICATIONS (See Note 1)						
	Office	Number of People in the TQP	Number Fully Qualified	Number Overdue	Percent Fully Qualified	80%?  Comments
<b>National Nuclear Security Administration (NNSA)</b>						
Los Alamos Site Office	LASO	59	27	3	46%	● Expect 80% fully qualified TQPs in CY07. (See Notes 1-4 below)
Livermore Site Office	LSO	39	32	1	82%	
Nevada Site Office	NSO	49	37	0	76%	
Pantex Site Office	PXSO	41	29	2	71%	
Savannah River Site Office	SRSO	12	9	0	75%	
Sandia Site Office	SSO	37	29	0	78%	● Recent retirement has resulted in drop below 80% qualified. Expect to be above 80% in June FR (six personnel), NSS & Occupational Safety Qualifications make up the bulk of the fully qualified shortfall.
Y-12 Site Office	YSO	56	50	2	89%	
NNSA Headquarters	NA-HQ	78	41	2	53%	
NNSA Service Center	NA-SC	37	35	0	95%	● STSM Course held in February 2007 had fourteen NNSA HQ participants. The two overdue individuals (down from 4 last quarter) are expected to be complete in June 2007. Expect 97% by Q3 FY07, and 100% by Q4 FY07.
<b>NNSA Totals</b>		408	289	10	71%	
<b>Environmental Management (EM)</b>						
Carlsbad Field Office	CBFO	17	12	0	71%	● Three vacant positions are included in the "Number of People in the TQP" column as well as two staff members currently becoming fully qualified. Eight CBC Cadre employees support the Office of Small Projects and are not double-counted in the CBC data. One CBC Cadre employee supports PPPO and is not double-counted in the CBC data.
Consolidated Business Center	CBC	10	10	0	100%	
Office of Site Support & Small Projects	Small Projects	21	15	0	71%	● Includes BNL, GJO/MOAB, OAK, SPRU and WVDP. Includes FRs, STSMs, and NSs. SSO is not applicable to these small sites. Includes 8 CBC Cadre.
Office of River Protection	ORP	72	57	0	79%	
Portsmouth/Paducah Project Office	PPPO	19	15.5	0	82%	
Richland Operations Office	RL	62	38	0	61%	● Since the last report, the SSO completed qualification in the Nuclear Safety FAQ. The Physical Scientist is scheduled to be completed by July 2007. The D&D Federal Project Director is scheduled to be completed by September 2007. Fifteen (15) personnel initiating TQP qualification this quarter. New TQP personnel included in the "Number of People in the TQP" column.
Savannah River Ops. Office	SR	175	140	3	80%	
EM Headquarters	EM-HQ	8	8	0	100%	● Total TQP increased since last reporting due to recent new hires, reorganization, and redesignation of position descriptions that as the result of an assessment, found some mismatches in position descriptions and actual duties performed. The net result of all actions is seventeen new entries in TQP of which, three are fully qualified, now starting over. We take credit that the three restarts previously qualified in a functional area and therefore count them in the fully qualified number. Delinquencies have gotten Senior Management involvement. As of April 1, 2007 two delinquencies were resolved. A new plan in place will eliminate the last remaining delinquency by May 2007. 9 additional STSM's are pursuing qualifications although their positions don't require it.
<b>EM Totals</b>		384	295.5	3	77%	
<b>Others</b>						
Health, Safety and Security	HSS	85	73	0	86%	● CNS personnel dual qualify as STSM & SSO. STSM qualification required by end of CY07. 22 personnel are in qualifications.
Chief of Nuclear Safety CTA Staff	CNS CTA	9	3	0	33%	
Idaho Operations Office	DOE-ID	124	102	3	82%	
Oak Ridge Operations Office	OR (SC)	165	148	2	90%	
<b>Others Totals</b>		383	326	5	85%	
<b>DOE Total</b>		<b>1175</b>	<b>910.5</b>	<b>18</b>	<b>77%</b>	
<b>DOE Goals</b>		-	-	<b>0</b>	<b>80%</b>	

**Notes:**

Note 1: Beginning with the FY07 Q2 Quarterly Report, the Safety System Oversight (SSO) Program qualification status is being included in the "Overall TQP Qualifications" status.

Note 2: On October 1, 2006, LASO was directed to implement an NNSA Oversight Pilot Project. This resulted in reassignment of many staff into positions that required TQP qualification or requalification. Additionally, LASO currently has 17 NNSA vacancies (3 more compared to the previous quarterly report). Ten of these seventeen NNSA vacancies, when filled, will be in the TQP; when these vacancies are filled, percent qualified will presumably drop. LASO has eleven EM positions and is in the process of converting an intern position to an additional EM position. For now, officially only two of the LASO EM positions are presently filled. Job ads will soon go out to fill five more EM slots.

Note 3: There are two major reasons why LASO personnel in the TQP are less than 80% qualified: (1) High personnel turnover with the result that LASO continues to lose personnel faster than it can get authorization to publish job ads to hire replacement personnel, and (2) The NNSA Oversight Pilot Project that resulted in a major reorganization of LASO that placed many staff into positions that required new TQP qualification or requalification. In terms of what is being done to reach 80% TQP personnel qualification: (1) All LASO Federal positions have been analyzed to determine which FAQ training the incumbent needs, (2) Those LASO Federal personnel who ended up in new jobs due to the NNSA Oversight Pilot Project have been started on the new FAQ training appropriate to their new job positions, and (3) The acting LASO Manager and his senior staff are all strongly emphasizing the TQP and facilitating the qualification of those LASO personnel who still need to get qualified.

Note 4: LASO's "Number Overdue" number increased by one during Q2 of FY07; however, two of the three overdue will have their paperwork into the TQP system by the end of April 2007 so they will no longer be "overdue."

# **Status of Qualifications in the Senior Technical Safety Manager (STSM) Program**

March 31, 2007

Update Frequency: Quarterly

OVERALL SENIOR TECHNICAL SAFETY MANAGER (STSM) PERSONNEL QUALIFICATIONS							
Office		Number of STSM Personnel Needed	Number of STSM Personnel Onboard	Number of STSM Fully Personnel Qualified	Number of STSM Personnel Overdue	Percent Fully Qualified	Comments
<b>National Nuclear Security Administration (NNSA)</b>							
Los Alamos Site Office	LASO	10	10	3	0	30%	Pilot oversight implementation resulted in STSM reorganization. The previous LASO Manager on 16 November 2007 designated 13 positions in the new LASO organization as STSM positions. Significant progress expected in CY 2007. Recruitment for two STSM positions ongoing.
Livermore Site Office	LSO	8	6	6	0	100%	
Nevada Site Office	NSO	12	8	7	0	88%	
Pantex Site Office	PXSO	6	6	4	0	67%	New STSM taking NTC course in August 2007.
Savannah River Site Office	SRSO	2	4	3	0	75%	Last individual projected to be qualified by May 2007.; candidate currently 97% qualified
Sandia Site Office	SSO	3	5	5	0	100%	
Y-12 Site Office	YSO	8	7	7	0	100%	YSO is pursuing filling the vacant Project Directorate Manager position.
NNSA Headquarters	NA-HQ	43	42	26	2	62%	One vacancy is the filling of NA-17. Recruitment for that position is ongoing. STSM Course held in February 2007 had 14 NNSA HQ participants. The two overdue individuals (down from four last quarter) are expected to be complete in July 2007.
NNSA Service Center	NA-SC	11	10	10	0	100%	One STSM position open; advertising in 2007.
<b>NNSA Totals</b>		103	98	71	2	72%	
<b>Environmental Management (EM)</b>							
Carlsbad Field Office	CBFO	5	5	4	0	80%	The AB Senior Tech. Advisor position was recently filled. STSM qualification is on schedule.
Consolidated Business Center	CBC	5	5	5	0	100%	Includes one CBC Cadre at Fernald and one CBC Cadre at Denver.
Office of Site Support & Small Projects	Small Projects	5	5	2	0	40%	Training completed by four STSM candidates. Applications submitted by two of the three not yet qualified. Includes 2 CBC Cadre.
Office of River Protection	ORP	14	11	10	0	91%	Posting and filling vacancies.
Portsmouth/Paducah Project Office	PPPO	6	4	3	0	75%	The Paducah Site Lead is in the process of qualifying under STSM with initial focus on obtaining Project Manager certification under EM CDP. Paducah Site Lead is fully qualified under Criticality Safety FAQ.
Richland Operations Office	RL	5	5	5	0	100%	
Savannah River Ops. Office	SR	24	20	12	1	60%	A recent reorganization moved three (3) individuals into and one (1) out of the STSM ranks. Two other individuals departed the site. The net result is an increase in the number onboard and a decrease in the number fully qualified. We are implementing a plan to accelerate completion of STSM qualifications. A planned STSM workshop this summer could complete qualification requirements for all current participants. Anticipate reporting greater than 80% goal by Q4 FY07.
EM Headquarters	EM-HQ	7	7	7	0	100%	Five EM-HQ employees are reported in the total for the Office of Site Support and Small Projects. 9 additional STSM's are pursuing qualifications although their positions don't require it, with 8 total STSM's qualified.
<b>EM Totals</b>		71	62	48	1	77%	
<b>Others</b>							
Health, Safety and Security	HSS	18	8	8	0	100%	HSS has identified eighteen senior manager positions that are appropriate to complete the STSM qualification. There are currently ten senior managers awaiting STSM qualification.
Chief of Nuclear Safety CTA Staff	CNS CTA	9	9	3	0	33%	CNS personnel dual qualify as STSM and SSO. STSM qualification required by end of CY 2007.
Idaho Operations Office	NE-ID	10	10	7	0	70%	Seven additional personnel are fully qualified STSMs for a total of fourteen qualified STSMs.
Oak Ridge Operations Office	OR (SC)	21	18	16	0	89%	Two new STSMs currently in qualification process. Plan to fill three vacant STSM positions in FY 2007.
<b>Others Totals</b>		58	45	34	0	76%	
<b>DOE Total</b>		232	205	153	3	75%	

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# **Status of Qualifications in the Safety System Oversight (SSO) Program**

March 31, 2007

Update Frequency: Quarterly

OVERALL SAFETY SYSTEM OVERSIGHT (SSO) PERSONNEL QUALIFICATIONS							
	Office	Number of SSO Personnel Needed	Number SSO Personnel Onboard	Number SSO Fully Qualified	Number SSO Overdue	Percent Fully Qualified	Comments
<b><u>National Nuclear Security Administration (NNSA)</u></b>							
Los Alamos Site Office	LASO	5	1	0	0	0%	The one SSO FTE is expected to be qualified in CY 2007. NNSA SC providing interim SSO support. The incumbent (Williams) is providing SSO support while serving as an Electrical Safety SME under a TQP Electrical Safety FAQ.
Livermore Site Office	LSO	3	3	2	0	67%	One SSO retired, another was hired during the Quarter.
Nevada Site Office	NSO	8	7	0	0	0%	Reassignments of SSOs underway to enhance SSO capabilities.
Pantex Site Office	PXSO	5	4	3	0	75%	FTE covered by collateral duty from Mechanical Systems until filled - per Jeff Tedrow.
Savannah River Site Office	SRSO	2	1	0	0	0%	Have filled one SSO position and employee working on qualification. Employee has completed Electrical Systems FAQ and is 80% complete on site specific qualification standard. Project completion by June 2007, no later than July 2007. Other SSO duties being provided on a part-time basis by existing personnel.
Sandia Site Office	SSO	2	3	2	0	100%	
Y-12 Site Office	YSO	6	6	5	0	83%	YSO filled the Fire Protection Engineer position this quarter; qualification in progress.
<b>NNSA Totals</b>		31	25	12	0	48%	
<b><u>Environmental Management (EM)</u></b>							
Carlsbad Field Office	CBFO	6	5	5	0	100%	One position recently vacated due to retirement.
Office of River Protection	ORP	10	10	4	0	40%	
Portsmouth/Paducah Project Office	PPPO	1	1	1	0	100%	PPPO selected a SSO who is on board. Full qualification was completed during the quarter in Nuclear and Criticality Safety.
Richland Operations Office	RL	7	7	5	0	71%	Two personnel initiating SSO qualification this quarter. New SSO personnel included in the "Number of SSO Personnel Needed" column.
Savannah River Ops. Office	SR	20	18	15	0	83%	
<b>EM Totals</b>		44	41	30	0	73%	
<b><u>Others</u></b>							
Health, Safety and Security	HSS	1	0	0	0	0%	HSS has identified one position to be SSO qualified.
Chief of Nuclear Safety CTA Staff	CNS CTA	9	9	5	4	56%	CNS personnel dual qualify as STSM and SSO.
Idaho Operations Office	DOE-ID	13	13	11	0	85%	One SSO in dual qualification with Nuclear Safety.
Oak Ridge Operations Office	OR (SC)	4	4	1	0	25%	Four ORO personnel will fulfill SSO qualification requirements and will perform the equivalent of two FTE in the performance of SSO duties. Three SSOs currently in qualification process expected to complete qualification in CY 2007.
<b>Others Totals</b>		27	26	17	4	65%	
<b>DOE Total</b>		<b>102</b>	<b>92</b>	<b>59</b>	<b>4</b>	<b>64%</b>	

Notes:

# **Status of Qualifications in the Facility Representative (FR) Program**

March 31, 2007

Update Frequency: Quarterly

OVERALL FACILITY REPRESENTATIVE (FR) PERSONNEL QUALIFICATIONS							
Office		Number of FR Personnel Staffing	Number of FR Personnel Onboard	Number of FR Personnel Fully Qualified	Number of FR Personnel Overdue	Percent Fully Qualified	Comments
<b>National Nuclear Security Administration (NNSA)</b>							
Los Alamos Site Office	LASO	13	10	3	0	30%	During Q1 FY07, one person previously enrolled in the FR training path was moved to the Safety Engineering Team. Pilot oversight implementation resulted in FRs moved between facilities and into a new oversight team structure. Significant progress is expected in CY07. The three fully-qualified FRs are Trujillo, Wethington, and Allen.
Livermore Site Office	LSO	11	11	7	0	64%	Includes 4 FR's covering Non-Nuclear Facilities, 2 of which are Fully Qualifiec Expect two FRs to qualify by mid-CY07. PXSO has three new FRs due to complete Phase by the end of April Recruitment action complete; one new candidate to be on board on April 29, 2007.
Nevada Site Office	NSO	11	8	5	0	63%	
Pantex Site Office	PXSO	10	10	7	0	70%	
Savannah River Site Office	SRSO	4	2	2	0	100%	
Sandia Site Office	SSO	11	11	5	0	45%	Two FRs in initial qualifications are expected to complete by July 31, 2007. Four FRs' are currently in requalification status; three expected to complete by July 31, 2007.
Y-12 Site Office	YSO	11	11	9	0	82%	
<b>NNSA Totals</b>		<b>71</b>	<b>63</b>	<b>38</b>	<b>0</b>	<b>60%</b>	
<b>Environmental Management (EM)</b>							
Carlsbad Field Office	CBFO	2	2	1	0	50%	Qualification process for the second FR is on schedule. CBC has seven previously qualified FRs, all Cadre. Three are supporting the Office of Small Projects and are not double-counted in the CBC data. One is supporting PPPO and is not double-counted in the CBC data. One supported DOE-OH which is now completed. Two are on detail to EM-HQ. Includes three CBC Cadre.
Consolidated Business Center	CBC	0	N/A	N/A	N/A	0%	
Office of Site Support & Small Projects	Small Projects	5	5	5	0	100%	Three New FRs hired are currently in qualification. DOE PPPO is utilizing one FR from the EM CBC who is fully qualified at the Paducah Site. PPPO will be submitting additional request for one additional FR at the Portsmouth and Paducah sites to address oversight required for additional planned work activities.
Office of River Protection	ORP	14	14	11	0	79%	
Portsmouth/Paducah Project Office	PPPO	4	4	4	0	100%	Two new FRs hired and currently in qualification process One delinquency is being aggressively managed and is on schedule for completion by May 2007.
Richland Operations Office	RL	19	19	17	0	89%	
Savannah River Ops. Office	SR	36	29	24	1	83%	
<b>EM Totals</b>		<b>80</b>	<b>73</b>	<b>62</b>	<b>1</b>	<b>85%</b>	
<b>Others (LL=Landlord)</b>							
Health, Safety and Security	HSS	0	0	0	0		1 Qualified FR is on NTC staff, although the position doesn't require FR Qualification.
Idaho Operations Office	ID (NE LL)	22	22	19	0	86%	Two additional fully qualified FRs transferred to the Operational Safety and Nuclear Performance groups. Six new FRs currently in qualification process. Recruiting for one FR in the ORO EM Program.
Oak Ridge Operations Office	OR (SC LL)	22	21	15	0	71%	
<b>Others Totals</b>		<b>44</b>	<b>43</b>	<b>34</b>	<b>0</b>	<b>79%</b>	
<b>DOE Total</b>		<b>195</b>	<b>179</b>	<b>134</b>	<b>1</b>	<b>75%</b>	

Notes:

# **Status of Qualifications in the Nuclear Safety Specialist (NS) Program**

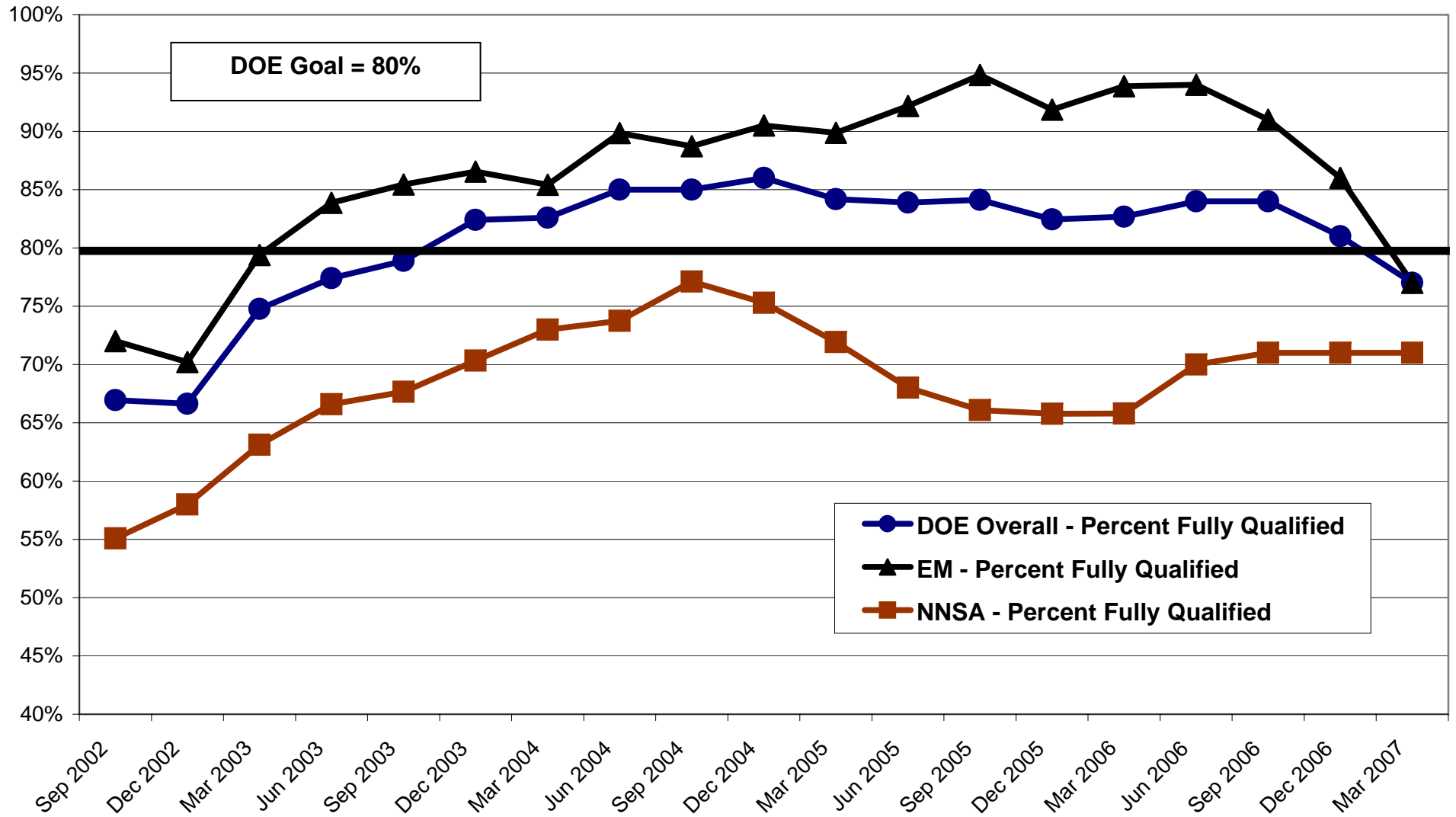
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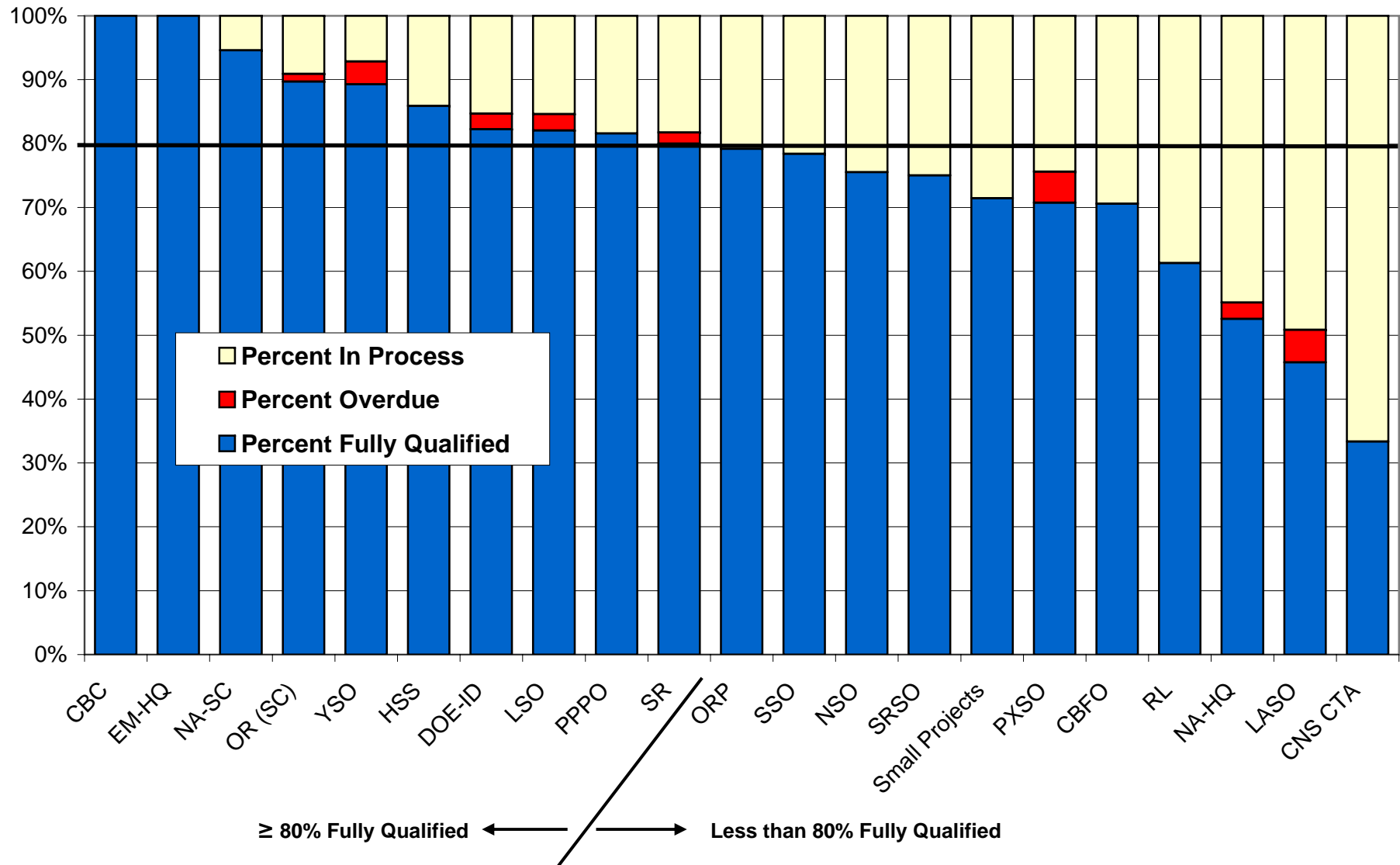
OVERALL NUCLEAR SAFETY SPECIALIST (NS) PERSONNEL QUALIFICATIONS						
Office		Number of NS Personnel Needed	Number of NS Personnel Onboard	Number of NS Personnel Fully Qualified	Number of NS Personnel Overdue	Percent Fully Qualified
<b>National Nuclear Security Administration (NNSA)</b>						
Los Alamos Site Office	LASO	10	8	1	0	13%
Significant management focus on qualification underway during the Pilot Oversight implementation. Progress toward NSS qualification was set back when one NSS-in-training was terminated during the Q2 FY 2007 reporting period.						
Livermore Site Office	LSO	4	4	3	1	75%
The overdue individual's duties have been limited. Qualification expected by June 30.						
Nevada Site Office	NSO	5	4	1	0	25%
Increased management emphasis underway. Expect NS qualifications to be completed by mid-CY 07.						
Pantex Site Office	PXSO	7	7	5	0	71%
Expect to be 85% by June 2007.						
Savannah River Site Office	SRSO	1	1	0	0	0%
Candidate is approximately 80% complete on qualifications.						
Sandia Site Office	SSO	4	4	3	0	75%
Final qualification of fourth individual by August 2007.						
Y-12 Site Office	YSO	4	4	4	0	100%
NNSA Headquarters	NA-HQ	8	8	0	0	0%
Five new NA-266 NSS FAQs TQP participants to be assigned in January 2007 due to NA-266 reorganization.						
NNSA Service Center	NA-SC	9	9	9	0	100%
<b>NNSA Totals</b>		<b>52</b>	<b>49</b>	<b>26</b>	<b>1</b>	<b>53%</b>
<b>Environmental Management (EM)</b>						
Carlsbad Field Office	CBFO	1	1	1	0	100%
Consolidated Business Center	CBC	0	0	0	0	N/A
Office of Site Support & Small Projects	Small Projects	1	1	1	0	100%
Office of River Protection	ORP	8	5	4	0	80%
Attempts to hire outside ORP have been unsuccessful.						
Portsmouth/Paducah Project Office	PPPO	1	1	1	0	100%
SSO serves as Nuclear Safety lead for PPPO. Two additional NS qualified individuals are available within the office.						
Richland Operations Office	RL	4	4	4	0	100%
Savannah River Ops. Office	SR	24	20	19	0	95%
EM Headquarters	EM-HQ	1	1	1	0	100%
<b>EM Totals</b>		<b>40</b>	<b>33</b>	<b>31</b>	<b>0</b>	<b>94%</b>
<b>Others</b>						
Health, Safety and Security	HSS	14	11	11	0	100%
Idaho Operations Office	NE-ID	18	18	16	0	89%
Seven of the eighteen personnel are also shown on the SSO table due to their dual qualification. Only six NS personnel are required per the staffing analysis.						
Oak Ridge Operations Office	OR (SC)	10	10	8	0	80%
Four of the NS personnel are also shown on the SSO table due to their dual qualification. Two new NSS staff expected to complete qualification in CY 2007.						
<b>Others Totals</b>		<b>42</b>	<b>39</b>	<b>35</b>	<b>0</b>	<b>90%</b>
<b>DOE Total</b>		<b>134</b>	<b>121</b>	<b>92</b>	<b>1</b>	<b>76%</b>

Notes:

## DOE Trend on Technical Qualification - March 2007



## Percent Qualified by Office - March 2007



## DOE Trend on Overdue Qualifications - March 2007

